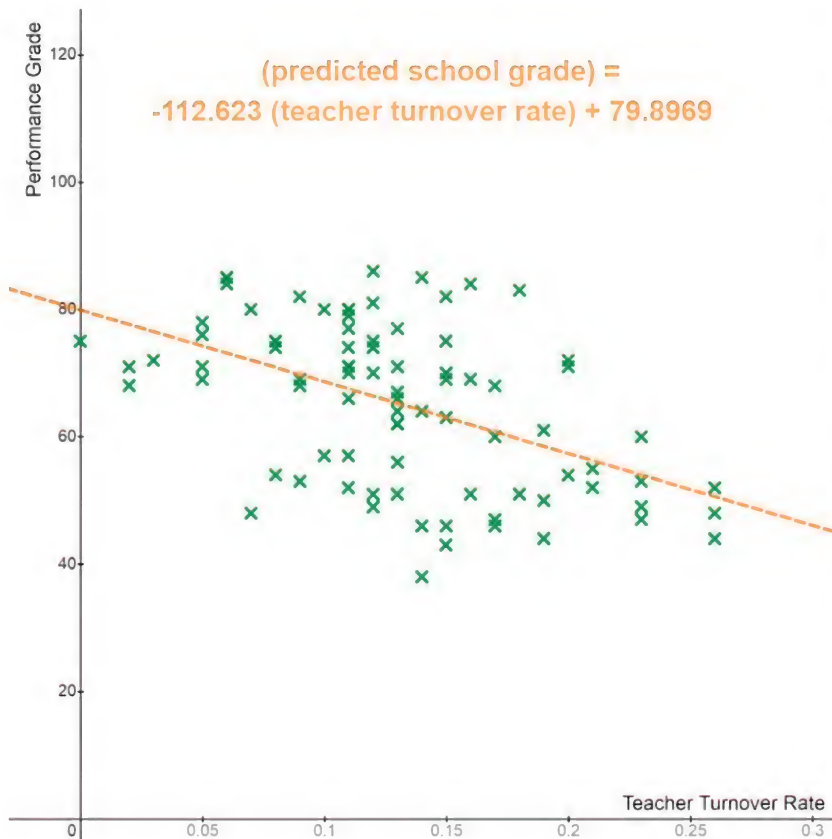


TEACHER TURNOVER VS. SCHOOL GRADE



Hypothesis: Higher teacher turnover rates are associated with lower school grades.

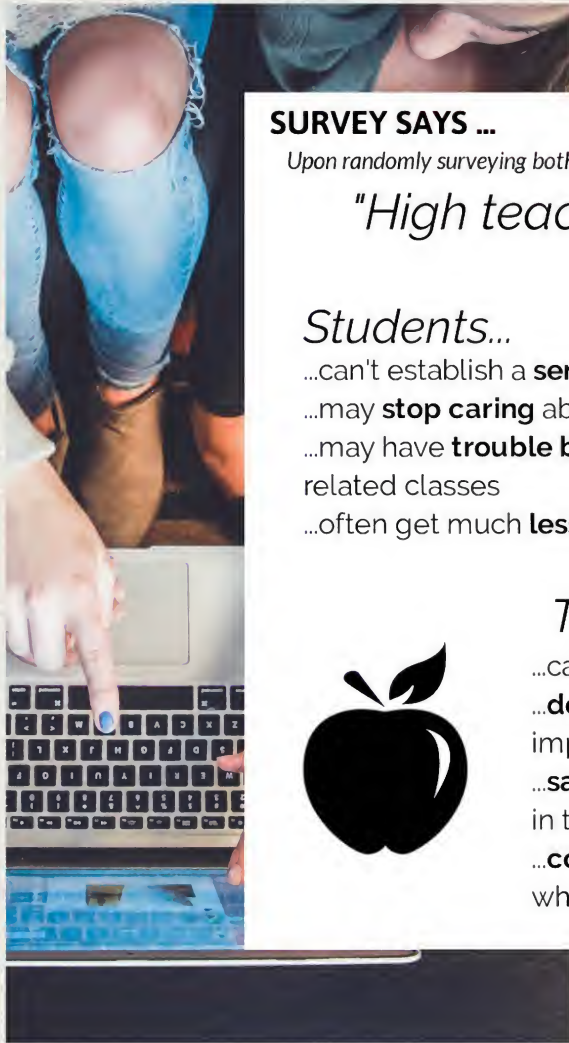


ANALYSIS

There is a moderately strong, negative, linear correlation between teacher turnover rate and school performance grade.*

The correlation coefficient is $r = -0.497$, which supports the regression being moderately strong.

***Note:** These results are to be regarded with caution.
One should not assume that correlation implies causation.



SURVEY SAYS ...

Upon randomly surveying both students and teachers of Knightdale HSCD, some of the main themes were...

"High teacher turnover can have a large impact..."

Students...

- ...can't establish a **sense of normality**
- ...may **stop caring** about school
- ...may have **trouble building consistency** across multiple related classes
- ...often get much **less work done** with the substitute teacher



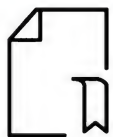
Teachers...

- ...can't get **good at their subjects**
- ...**don't know who** all of **their colleagues are**, which can also impact...
- ...**safety**; teachers **don't know what adults to expect** to see in the building
- ...**collaboration**; harder to **be a helpful colleague** and learn what is helpful to them



Improve Teacher Conditions

- Decrease class sizes
- Enforce rules consistently
- Invest in effective administrative leaders



Promote Collaboration

- Cross-district collaboration
- Protect time for Professional Learning Teams (PLTs)



Collect More Comprehensive Data

- Observe and analyze...
- Midyear turnover rates
- Late hires
- Teacher absenteeism

SOLUTIONS



The more experience a teacher has in a particular environment, the better they are at meeting students' needs, even ahead of time.



Jeff Deal; BTSP/STEM
Coord./Science (Dept
Chair)



MONEY

Save money through hiring less substitute teachers, having to rehire less often, and putting less new teachers through their school's training.



COMMON SENSE

If teachers are consistently in their classrooms...

- > Students learn more effectively
- > Students achieve more growth
- > Students' grades improve



ADDITIONALLY...

Teacher turnover influencing student growth and performance may be an issue larger than it seems.

Internal transfers do not count towards teacher turnover; thus it is not unreasonable to think that the actual turnover rates may be higher.

OUTSIDE OF WAKE COUNTY...

If we were able to spot this type of relationship in Wake County, a county that is relatively large and includes many types of schools, then **it is not unreasonable to think that this trend could be present in other counties as well.**

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